

CITY OF CHULA VISTA PROPOSAL TO IAFF
REGARDING BI-LINGUAL PAY

PROPOSAL # _____
DATE: April 15, 2014

PROPOSALS:

The City and IAFF have exchanged proposals on bi-lingual pay. The City submits the following.

CURRENT LANGUAGE:

ARTICLE 2.09 BILINGUAL PAY

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: Spanish, Tagalog, Vietnamese, and Japanese, who use their bilingual skills will receive \$200 per month in addition to their regular pay. In order to continue receiving bilingual pay, employees must successfully complete a Bilingual Performance Examination once every three (3) years.

CONCERN:

The City must be cautious and prudent in its use of public monies. In addition, other City employee's are paid less for similar services. However, the City's proposed offer moves towards IAFF position.

PROPOSAL:

ARTICLE 2.09 BILINGUAL PAY

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: American Sign Language ("ASL") Spanish, Tagalog, Vietnamese, and Japanese, who use their bilingual skills will be eligible for bi-lingual pay as follows.

1. If an employee passes an examination showing a basic level of proficiency they shall receive \$125 per month in addition to their regular pay. An IAFF Local 2180 member in Fire Suppression, who is at a basic level of proficiency, shall have the skills to sufficiently and competently obtain and communicate (speak) basic information relating to EMT BLS skills. EMT BLS skills will be based on the current CVFD BLS EMT "Medical or Trauma Assessment" skill sheets. An IAFF Local 2180 member in Fire Prevention, who is at a basic level of proficiency, shall have the skills to sufficiently and competently obtain and communicate (speak) basic information relating to basic fire inspection skills. Fire Inspection skills will be based on the current CVFD FCIP forms. In order to continue receiving bilingual pay at this level, employees must successfully complete a Bilingual Performance Examination once every three (3) years. The Human Resources Department, in conjunction with IAFF Local 2180, shall

develop and administer testing based on the skills above to determine if an employee is at a basic proficiency level. There will be one IAFF Local 2180 member as a representative on each two-member panel on all IAFF Local 2180 member exams. Candidates who have failed an exam may retest once every six months.

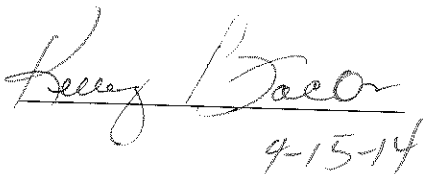
2. If an employee passes an examination showing an advanced level of proficiency they shall receive \$225 per month in addition to their regular pay. An employee who is at advanced level of proficiency shall have the skills to read, write, and speak in any of the above languages at above a high school level, including demonstrating the ability to use medical, legal, and/or technical terminology. The communication should be of such a nature that the communication is at a more detailed and complex level, with little to no difficulty in communication during medical aids, inspections, or investigations. The Human Resources Department shall develop and administer testing to determine if an employee is at an advanced proficiency level. After an employee passes the City administered examination showing an advanced level of proficiency then no further re-testing is required.
3. A. Grandfather Clause. All IAFF members receiving \$200 per month for bilingual pay, as of April 15, 2014, shall continue to receive, without retesting, \$200 per month in bilingual pay until the end of the term of this contract; at which time the \$200 will cease to be paid and they will be required to retest under paragraphs 1 and 2 to continue receiving bi-lingual pay as set forth in those paragraphs. A "grandfathered" IAFF member may voluntarily choose to retest prior the end of the contract, but will be subject to paragraphs 1 and 2. If the IAFF member, tests into the Advanced Proficiency Level, they will receive \$225 per month as stated in paragraph 2. However, if they test into the Basic Proficiency Level, they will receive \$125, as stated paragraph 1. Once retested, the IAFF member shall lose the \$200.

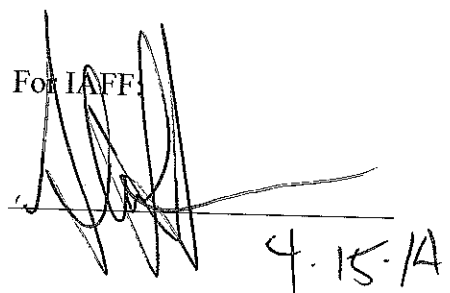
RESULTS:

The City is cautious and prudent in the use of public monies. In addition, bi-lingual pay is uniform within the City for routine bi-lingual communications. The City also moves towards IAFF's position that bi-lingual communications in certain situations (complex medical calls and arson investigations) require a greater level of skill.

TA:

For the City:


4-15-14

For IAFF:

4.15.14